



THE WORK CULTURE OF ELAVAMPADAM RPS

TONY.A.D

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A.D. TONY, FIELD OFFICER, RUBBER BOARD

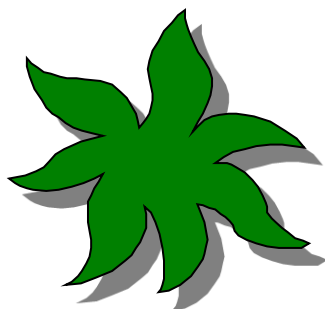
SECOND EDITION

(FOR PRIVATE CIRCULATION ONLY)

DEDICATED TO

Sri. P.C. CYRIAC, IAS

THE FATHER OF RPS MOVEMENT IN INDIA



THANKS TO

DR.J.THOMAS (RUBBER PRODUCTION COMMISSIONER)

SRI. V.MOHANAN (JOINT RUBBER PRODUCTION COMMISSIONER)

SRI.K.V.KRISHNANKUTTY (DEPUTY RUBBER PRODUCTION COMMISSIONER)

SRI,KRISHNAN NAMPOOTHIRI (DEVELOPMENT OFFICER)

SRI.P.V.BABU (PRESIDENT,ELAVAMPADAM RPS) **AND TEAM**

ONE WORD

The Elavampadam Rubber Producers Society was registered on 11th may, 1989, under charitable societies act. The following are the main objectives of the society viz. 1, to assist in the transfer of technology 2, to undertake or assist common marketing of members so as to obtain remunerative price 3, to establish and run common processing facilities that help members to upgrade quality of rubber 4, to promote and assist group approach for new planting, replanting, productivity enhancement , availing of bank finance, Rubber Board grants etc. 5, to raise nurseries and supply high yielding planting materials to members 6, receive various inputs from Rubber Board and other possible sources and distribute among eligible members. The beginning of the society was very small. By and by, due to hard work and transparency of its activities, it conquered the heart of its members. Consequently, they won the most prestigious award for the RPSs, instituted by the Rubber Board, the Suvarnna sangam award, in 2007. Elavampadam Rubber Producers Society is an outstanding grass root level organization of small growers of rubber. The society has authored a silent revolution. Technology empowerment coupled with the practice of modern management techniques under the guidance of Rubber Board has enabled the society to become the most loved grass root level organization of rubber growers. . The book covers the work culture of Elavampadam RPS. I have prepared this book, in connection with the silver jubilee celebrations of RPSs.

20-12-2012

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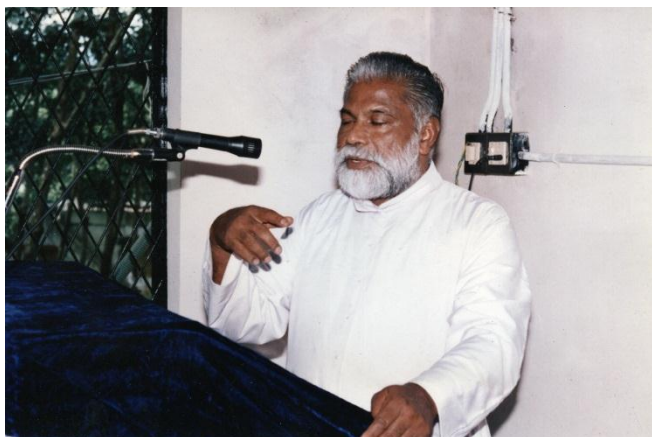
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EMRPS=ELAVAMPADAM MODEL RPS

Genesis

Nine kilometers away from Vadakkancherry town, of Alathur taluk, Palakkad district, there is a small desam namely Kaniyamangalam which is a part of Kizhakanchery Grammapanchayath. In 1988, six kilometers away from here one Rubber producers society was formed called Arogyapuram RPS. Sri. P.C. Cyriac, IAS, the then chairman of Rubber Board, attended in the inaugural function of the RPS. Growers of Vandazhy, Kaniyamangalam and Elavampadam were also attended in the function. The actual impact of the inaugural meeting was very high. They returned to their home with a strong determination to form a Rubber producer's society of their own. Next day some enthusiastic growers approached the vicar of St.Thomas church Elavampadam, Rev.Fr. Joseph Chittilapilly, who was already attended in the Rps formation meeting of nearby villages. The growers expressed their wish. Consequently, the vicar took lead the formation of Elavampadam Rubber Producers Society. It was a divine birth.



Rev.Fr. Joseph Chittilapilly

The following are the main objectives of the society viz. 1, to assist in the transfer of technology 2, to undertake or assist common marketing of members so as to obtain remunerative price 3, to establish and run common processing facilities that help members to upgrade quality of rubber 4, to promote and assist group approach for new planting, replanting, productivity enhancement, availing of bank finance, Rubber Board grants etc. 5, to raise nurseries and supply high yielding planting materials to members 6, receive various inputs from Rubber Board and other possible sources and distribute among eligible members.

The Elavampadam Rubber Producers Society was registered on 11th may, 1989, under charitable societies act. Register number 175/89. Sri. P.C. Cyriac, IAS, the then chairman of Rubber Board, inaugurated the RPS on 15-12-1989 at the parish hall of St.Thomas church Elavampadam.



Sri. P.C. Cyriac, IAS, the then chairman of Rubber Board, inaugurates the Elavampadam RPS



Sri.K.J.Mathew, IAS, the then chairman of Rubber Board, inaugurates the Kaniyamangalam office of Elavampadam RPS, 1995

The beginning of the society was very small. By and by, due to hard work and transparency of its activities, it conquered the heart of its members. Consequently, they won the most prestigious award for the RPSs instituted by the Rubber Board, the Suvarna sangam award, in 2007



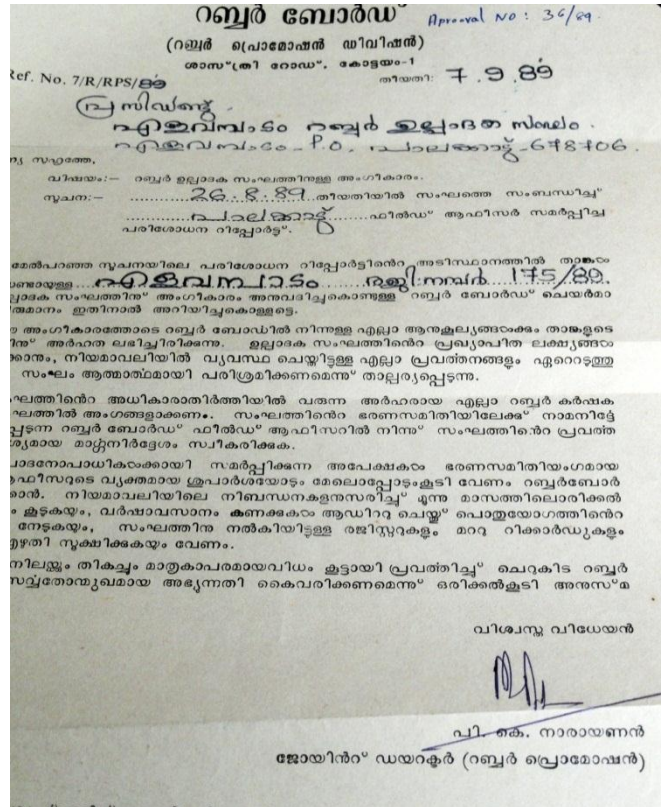
Dr.A.K. Krishnakumar, the then RPC, laid the foundation stone of the GPC



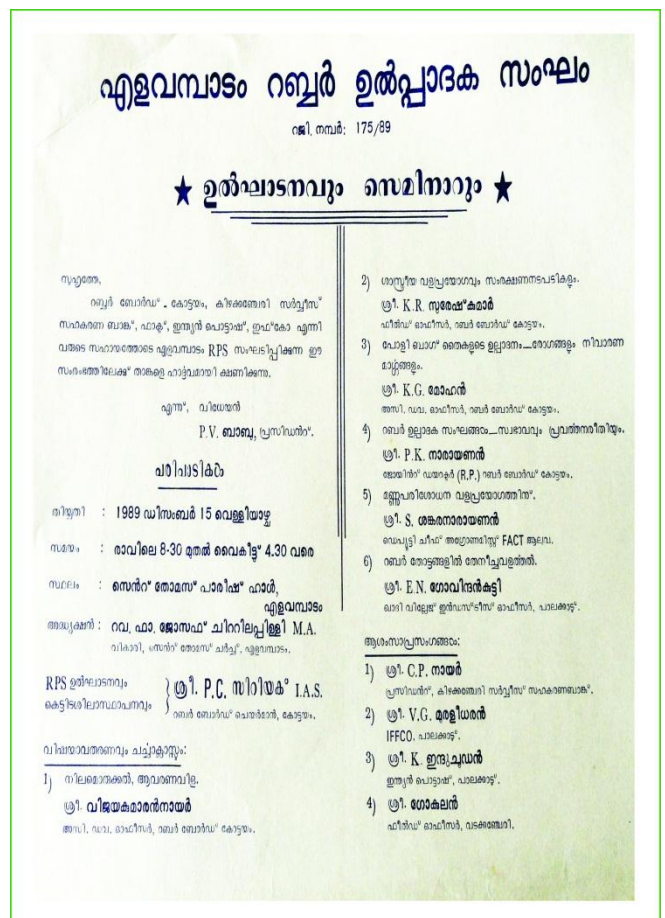
Sri .Sajan Peter, IAS, the then chairman of Rubber Board, inaugurates the dehumidified smoke house, in 2009.



Registration certificate



Approval from the Rubber Board (data collected from the records of EMRPS



Notice of the inaugural function

Important mile stones	
Year	Event
1989	Formation of RPS.Inuguration of RPS by Sri.P.C. Cyriac, IAS, the then chairman of Rubber Board.
1993	Revival of the RPS
1995	Inauguration of the office building at kaniyangalam, by Sri.K.J.Mathew, IAS, the then chairman of Rubber Board
1999	The RPS was elevated to the status of model RPS
2000	Dr.A.K.Krishnakumar,the then RPC laid the foundation stone of GPC. Sri.S.M.Desalpin.IAS, the then chairman of Rubber Board, inaugurated the group processing center. The RPS changed its office from Kaniyamangalam to Chittady.
2007	The RPS won the “SUVARNA SANGAM” award
2009	Inauguration of dehumidified smoke house by sri Sajan Peter,IAS, the then chairman of Rubber Board
2011	Smt.SheelaThomas IAS, the chairman Rubber Board, visited the RPS.The society updated its membership register.
2012	Dr.J.Thomas, Rubber Production Commissioner inaugurated the Suvarnasamgam Memorial Hall. The book titled ‘THE WORK CULTURE OF ELAVAMPADAM RPS’, prepared by sri. Tony. A.D, F.O, Rubber Board, released by very Rev. Mon. Joseph Chittilapilly, the vicar general of Palakkad diocese



Dr.J.Thomas, Rubber Production Commissioner, inaugurates the Suvarna samgam Memorial Hall, on 3-12-2012.

The Deputy Rubber Production Commissioner, Rubber Board, Palakkad



Sri.K.V.Krishnankutty, Dy.RPC Regional office Palakkad. Explains the importance of dehumidified godown.



Smt. Sheela Thomas IAS visits the society

Members and Executive Members

During its formation the society had 65 members. Growers elected Sri.P.V.Babu as first president . The following are the other committee members. P.J.Varghese,Vice-president ,T.P.Gangadharan, Jose Veliyathil , P.T. Joseph, Paul Kuruvila, V.J. Thankachan and the Rubber Board nominee, K. Sreekanth.



Sri.P.V.Babu, the president of Elavampadam RPS.

Due to his pleasing behavior and industrious nature Sri.P.V.Babu continues as the president of Elavampadam Rubber Producers Society.



Executive members-1993



Executive members-2007

The following are the present committee members. P.V.Babu, President, P.J.Vargese, the vice president, T.P.Gangadharan, Denny.T.M, KS Baburaj, Saju Thomas, Mathew.V.J and the Rubber Board nominee, Tony A.D. Now the society has 280 members.

Executive meeting and General body meeting

Integrity and transparency, among the executive members, are the salient features of this society.

To win the credibility and for maintaining transparency in its activities, the society adopted a method of continuous contact with its members. To achieve this aim they conducted executive meetings and general body meetings regularly.. In this way, the society reduced the communication gap. This is the vital message given by the society to all inactive and semi active RPSs of the country.

Table of executive meeting /general body meeting conducted by the RPS

period	Number of executive meetings conducted	Number of general body meetings conducted
2001-02	47	02
2002-03	55	04
2003-04	54	04
2004-05	48	03
2005-06	52	03
2006-07	56	03
2007-08	55	03
2008-09	58	03
2009-10	55	05
2010-11	52	04
2011-12	54	03

Present assets

At present the society has the following assets.

Assets		
Sl.no	Name of the Asset	Quantity Or number
1	Land	71cents
2	Group processing center	1
3	Biogas plant	2
4	Smoke house	2(2000kg)
5	Sheeting battery	2
6	Training hall	2
7	Dehumidified godown	1
8	Generator	1
9	Computer system	1
10	Sprayer-duster	2
11	Weed cutter	3
12	All Accessories for latex collection	

The society is effectively and economically utilizing the assets.

Major activities

Through diversified activities the society has been providing service to the community. The activities are doing through labour bank , tappers bank, non keralite labour force, SHGs, executive members ,members and workers of the group processing center. Thousands of man days are created every year . Protected the growers from dealers and other money oriented business people. Ensured the quality of the produce.

Rendering the best possible service is the major aim of the society.

Major Activities Done By The Rps

Serial number	Name of the activity
1	Latex procurement
2	R.SS. 1X Sheet production through group processing
3	Apiculture
4	Rubber nursery
5	Distribution/ sale of estate in puts
6	Spraying and dusting
7	Technology transfer

8	Contract planting
9	Weed cutter utilisation
10	Service of the non-keralite tappers.
11	Labour bank
12	Tappers bank
13	Providing arrangements for study groups.
14	Charity and social service
15	Promoting zero budget farming
16	Providing arrangements for conducting research , mainly for RRII
17	Publishing books and cds.

Let us examine the major activities done by the society

1-Latex collection.

The RPS started latex collection in 1990. It is an important activity of the society and protected the growers from the illegal exploitation of private dealers. The major purchaser of their latex is Bharathapuzha Rubbers private Ltd, a joint venture of RPSs and Rubber board. Now the RPS has two latex collection centers , one each at Chittady and Kalla.Latex is brought to collection center directly by the members. Highest collection of latex for latex trade was recorded in 2004-05 season. But the highest participation was in 2006-07 season.



Tapper/worker brings the latex to the society



DRC Testing

The society's latex price for the customers .
Average price of RSS4 sheet for the period –
Rss4/-



History of latex collection since 2001

Period	Number of growers involved	Total quantity of latex procured k.g (dry weight)	Total quantity of latex sold as latex Kg
2001-02	70	64352.760	-
2002-03	78	74469.305	-
2003-04	82	86410.987	31818.30
2004-05	86	113270.210	45200.980
2005-06	88	95228.200	14939.00
2006-07	90	97435.900	21306.300
2007-08	72	74835.950	15169.850
2008-09	82	79558.950	19042.100
2009-10	82	78471.615	21605.040
2010-11	81	75562.949	18557.700
2011-12	83	79618.420	13757.400

Number of man days created in latex collection			
period	Number of man days created	average wages/one man day	Total value of the man days created
2001-02	335	Rs.100/-	Rs33500/-
2002-03	340	Rs.100/-	Rs34000/-
2003-04	348	Rs.100/-	Rs34800/-
2004-05	348	Rs.120/-	Rs41760/-
2005-06	350	Rs.120/-	Rs42000/-
2006-07	350	Rs.120/-	Rs42000/-
2007-08	350	RS.180/-	Rs63000/-
2008-09	347	RS.180/-	Rs62460/-
2009-10	345	RS.180/-	Rs62100/-
2010-11	340	RS.180/-	Rs61200/-
2011-12	345	RS.180/-	Rs62100/-

Latex collection created an average of 345 man days per year.

2- Group processing

Group processing started in 2000. Depending up on the demand of sheet rubber or latex, the society adopted a switching over mechanisam. In this way they managed the problem of marketing.

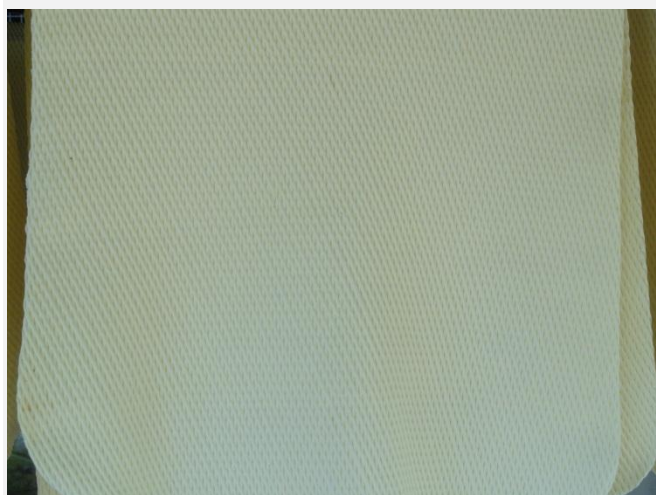
Various stages of group processing



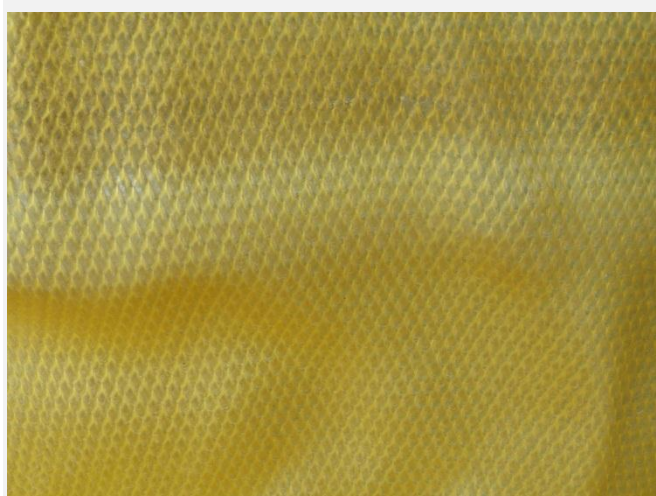
The society's latex price for the customers .
Average price of RSS4 sheet for the period –
Rs4/-



Sheeting battery



just processed sheet



Processed sheet. RSS 1X sheet

The benefits obtained by farmers through group processing of rubber are 1, no need to buy rollers, dish, and construct smoke house. They can save the cost of basic infrastructure needed for. 2, As the RPS is producing 1X grade sheet the farmers get higher price. A portion of the higher price realized by the society is distributed to the producers by way of production incentive.

Cost of infrastructure needed for processing (average-300 trees)

Items needed	number	2001-02	2011-12
Roller	1 set	13500/-	39000/-
Smoke house	1	35000/-	150000/-
Aluminium dish	30	1200/-	4800
Total		49700/-	193800/-

Cost for infrastructure saved by the growers who supplied latex to the Elavampadam RPS

period	Number of growers involved	Cost needed /grower	Total amount saved
2001-02	70	49700/-	3479000/-
2011-12	83	193800/-	16085400/-



Workers involved in group processing

The latex is processed by nine women workers ,who are contract labourers , working for daily wages.

The highest processing was recorded in 2005-06 season.

History of group processing since 2001

Period	Number of growers involved	Total quantity of latex procured k.g (dry weight)	Total quantity of latex processed Kg
2001-02	70	64352.760	64352.760
2002-03	78	74469.305	74469.305
2003-04	82	86410.987	54592.687
2004-05	86	113270.210	68069.23
2005-06	88	95228.200	80289.20
2006-07	90	97435.900	76129.60
2007-08	72	74835.950	59666.10
2008-09	82	79558.950	60516.85
2009-10	90	78471.615	56866.575
2010-11	78	75562.949	57005.249
2011-12	72	79618.420	65861.02

The processing cost, for 1kg of sheet Rubber, of Elavampadam RPS was Rs6,in 2008.The growers

who has undertaken processing on their own, the cost was Rs 8/- per kg.

90% of the processed sheets are belongs to the RSS1X category. The major purchaser is Bharathapuzha Rubbers PVT.Ltd .

The group processing created an average of 2250 man days per year.

Number of man days created in group processing

period	Average number of man days created	average wages/on each man day	Total value of the man days created
2001-02	2250	Rs.100/-	225000/-
2002-03	2250	Rs.100/-	225000/--
2003-04	2250	Rs.100/-	225000/--
2004-05	2250	Rs.120/-	270000/-
2005-06	2250	Rs.120/-	270000/-
2006-07	2250	Rs.120/-	270000/--
2007-08	2250	RS.180/-	405300/-
2008-09	2250	RS.180/-	405300/-
2009-10	2250	RS.180/-	405300/-
2010-11	2250	RS.180/-	405300/-
2011-12	2250	RS.180/-	405300/-

Now the society has all the facilities for group processing. The society is maintaining cleanliness and hygiene in and around the society. The society keeps strict discipline. Processing is done as per the scientific procedures laid by the Rubber Board. Thus the society succeeded in keeping time management, effective utilisation of human resources and production of high quality produce. Consequently, the group processing is economically viable to the society as well as the customers.

Group processing created a lot of man days. To a small extent, the society could solve the chronic unemployment problem of the community. Since the latex is processed by women, the society paved the path for women empowerment.

3-Apiculture



Apiculture is one of the major activities of the society. The society ventured in to this field to provide additional income to farmers at a time when rubber prices are crashed abnormally. The society started beekeeping in 1997 and honey processing in 2000. To promote beekeeping, the society conducted training programmes, with the assistance of Rubber Board and KVIC. The society availed financial assistance from Rubber Board. Under the margin money scheme of KVIC, farmers are provided loans at 25% subsidy. On the payment of last instalment, the subsidy will be credited to the farmers.



Denny TM, the major resource person

The society conducted 105 training programmes related to Apiculture, from 2000 to 2011. 3688 individuals participated in the training. Several institutions availed training from the society. In this manner, they lead a key role in the technology transfer related to apiculture. The society is gifted with two good resource persons, Denny and Saju. The

contribution of Sri. Denny in the field of Apiculture cannot be ignored. The society conducted apiculture training at the training hall of the society and, also throughout Kerala on request.



Sri.P.S.Kingsly, the then Dy.RPC inaugurates the apiculture training



Sri.S. Selvaraj, the then Development Officer, inaugurates the Beekeeping class



Apiculture training conducted by the society.

Period	Number of training programmes.	Number of participants.
2000-01	6	233
2001-02	9	377
2002-03	15	376
2003-04	11	374
2004-05	11	680
2005-06	18	613
2006-07	9	410
2007-08	4	47
2008-09	5	183
2009-10	8	262
2010-11	5	98
2011-12	4	35
Total	105	3688



A few images of training.

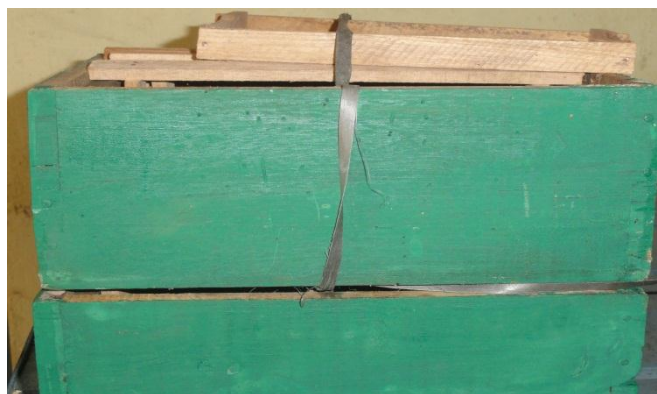
Apiculture accessories

The society supplies various accessories required for beekeeping at subsidized rate. From 2001 to 2010, the society supplied 2937 boxes, 2945 colonies and 370 extractors. The society is producing the langstroth model beehives and supplying the bee variety *Apicerana indica*.



Apiculture accessories

To ensure subsidized rate, the society is producing boxes and bee colony. The highest sale of accessories was recorded in 2003-04 season



Apiculture - Major accessories supplied from Elavampadam RPS.

Period	Box nos.	Colony nos.	Extractor nos.
2001-02	174	203	11
2002-03	296	302	18
2003-04	602	630	102
2004-05	350	330	20
2005-06	350	350	55
2006-07	280	280	45
2007-08	300	250	40
2008-09	225	240	30
2009-10	240	240	35
2010-11	120	120	14
Total	2937	2945	370

Cost of setting of one colony-2008-09

Equipment	Cost(Rs)
1box	450/-
1colony	350/-
3 smokers	450
1 knife	40
1veil	25
1 capturing net	50
1hive stand	100
5 cages	75
1queen gate	5
total	1545

Honey procurement

The society procures, process and markets honey at fair price. The society owns a honey processing unit with a capacity to process 500-1000Kg honey/day. Two workers are engaged in honey processing. The processed honey is marketed under the brand name “Vanamithra”. At present, the apiculture activities of the society are handled by **Sangamitra**, the Self Help Group. The honey price offered the society is 50% lower than the branded items available in the market. Thus a customer can save 50% of his money while purchasing from the society. Briefly, the society could satisfy farmers and customers.

Honey procurement

Period	Quantity procured Kg	Procured rate(average price/kg)	Average selling Price/kg
2001-02	480	35	70
2002-03	1110	35	70
2003-04	3000	35	75
2004-05	6500	45	75
2005-06	3000	45	90
2006-07	10000	48	90
2007-08	9500	55	110
2008-09	10250	75	130
2009-10	9500	75	130
2010-11	11500	85	150
2011-12	12230	90	175

The highest procurement was recorded in 2011-12 season

EMRPS-Honey price 2012-13

Quantity	Subsidized price
1Kg Pack	175
500 gram pack	75
250gram pack	50



Moving of 1kg Honey from source to sink Expenses (Rate of procurement- Rs90/- kg) 2011-12 season

Items	Expense rupees
Processing charge	5
Cost of bottle	12
Cost of sticker	2
Packing charge	3
Commission to the commission agent	15
Transportation charge	5
Quantity loss after processing	7
Investment interest	10
Total expense	59



Honey- profit generated /Kg 2011-12

Procurement price	90/-
expense	59/-
Selling price	175/-
Profit generated	26/-

Sharing of profit/1kg 2011-12

Profit generated	26/-
Profit to the RPS	3/-
Profit to the Vanamithra SHG	14/-
Charity	9/-

42 members of the society are involved in beekeeping, total 100 units. Bee keeping and allied activities created an average of 5550 man days per year.



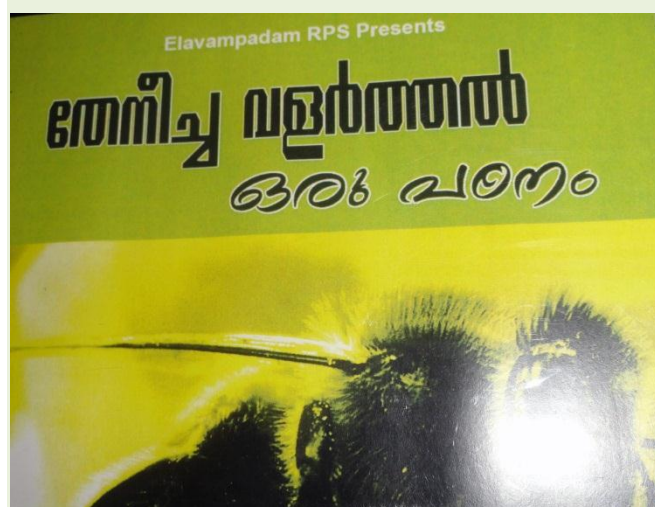
A study group from Vietnam - discussion on honey

Average number of man days created in Apiculture

Maintenance in the apiary of members (42 members-100 units)	300
Bee box production	3600
Honey extraction	500
Honey processing	150
Honey marketing	1000
Total man days created	5550
Value of the man days created 5550x180	999000/-

The honey is sold in schools, medical shops, exhibitions etc. on commission basis. The honey is made available in different pack sizes; 1kg pack, 500 gram pack and 250 gram pack. From 2012 onwards the 250 gram pack will be gradually upgraded to 300 gram pack.

The society published two booklets related to apiculture.1," **Theneecha valarthal oru padanam**"2, "**Then oushdha prayogam**". A compact disc is also available



Apiculture: a compact disc in Malayalam, published by the society



Trissur pooram exhibition: the stall of Elavampadam RPS inaugurated by sri.K.K.Raghavan, the then Dy.RPC



An old seminar



Bee keeping Training-2000

The role of honey bee in pollination is very important. The society transmitted the medicinal value of honey among growers.



An old seminar



Crop yield increased due to pollination by honey bee



SriV.Krishnan Nampoothiry ,Development Officer, inaugurates the training on Meliponiculture in 2012



Prof. Sajan Jose takes the class related to meliponiculture



An old seminar



Demonstration to the visitors.

The society studied about the work culture of honey bee. The executive committee adopted the above work culture, the division of labour. This is one of the factors of their success .

4-Rubber nursery



The society experimented with rubber nursery during 1990-93 periods, but, discontinued it later on. The society took up Rubber nursery and allied activities in 2005-06, to supply quality planting materials at reasonable price. During that period, the society produced good quality poly bag budded stumps. The cultivars include RRII-105 and RRII-400series.



The rubber nursery of EMRPS.

Due to the shortage of good quality top soil the society started to produce root trainer plants since 2008.



Root trainer plants

To ensure the quality of planting material bud wood was brought from Rubber Board and seeds from Marthandam.

The major clones produced are RRII 105, RRII 414, RRII 430 and RRII 417.

The rubber nursery spans over an area of 2.5 hectares.

The society is managing the rubber nursery through its Self Help Group , “Sangamithra SHG”.



Women workers in seedling nursery

Rubber Nursery – Details of production and sale

Period	Number of planting materials produced	Number of planting materials sold
2005-06	23000	23000
2006-07	75000	75000
2007-08	67000	67000
2008-09	55106	55106
2009-10	55140	55140
2010-11	53500	53500
2011-12	49545	49545
2012-13	52811	52811

The selling price of the society is 30% lower than the market price.

Rubber Nursery – result analysis 2006-07 season

item	Achievement
Number of poly bag plants raised	75000
Number of poly bag plants sold	75000
Number of man days created	15000
Value of the man days created	1875000/-
Plants sold 30% less than market value. Thus the total profit of the customer	900000/-
Profit of the SHG	225000/-
Profit of the society	75000/-

The society is succeeded in producing good quality planting materials



Polybag plants



Bud wood nursery



Nursery – various stages

Advance booking is needed to obtain plants from the nursery. Thus just before the planting the society can sell all the plants it has produced; the zero waste management. So far, growers from different parts of Kerala purchased the plants. Among the growers, the planting materials of EMRPS is popular.

5-Micron spraying

In 1990, the society purchased a micron sprayer and started spraying as a prophylactic measure against abnormal leaf fall disease to prevent crop loss. Growers are anxious about the disease. Timely help from the society enhanced the credibility of the society among growers. Members and members of the other societies were utilized the service of the society. 10% to 30% crop loss prevented by spraying over the years. Inputs for this purpose are procured from Rubber Board and Bharathapuzha Rubbers PVT.Ltd.

Micron Spaying

period	Area spray ed Ha	Number of beneficiaries	Average percentage of crop loss prevented
2001-02	270	90	15%
2002-03	300	92	15%
2003-04	300	110	15%
2004-05	325	98	15%
2005-06	350	98	15%
2006-07	300	102	15%
2007-08	290	104	15%
2008-09	295	100	15%
2009-10	259	105	15%
2010-11	275	110	15%
2011-12	172	120	15%

As per the productivity enhancement scheme, done by the members of EMRPS in 1997, diary of EMRPS the average crop loss of the non-sprayed area was 15%.



Economic importance of spraying(2011-12)

items	details
Number of beneficiaries	120
Area sprayed (Ha)	172
Average price of rubber during the year	209.45
Average yield of the area	2100
Average percentage of crop loss prevented	15%
The average amount of crop loss prevented	54180Kg
Cost of spraying/ha	6200/-
Cost of spaying for the total area	1066400/-
Value of the crop saved	11348001
Total Profit of the participants	10281601

Spraying -Number of man days created -2006-07

Total area	300Ha
Man days created	300
Value of the man days created 300x200	60000/-

The total cost for spraying in 2011-12 season was Rs6200/- per Ha.

6-Weed cutting.



Weeding is an important work in rubber plantations. In immature plantations the negative effect of weeds is terrific. Non availability of workers is a major problem. To overcome this situation, the society purchased 3 weed cutting machines. The society provided training to the members of labour bank. Members of the society and members of other societies were also utilized the service of the society. The average period of service per year is seven months.

Weed cutter utilization

period	Area Ha	Number of beneficiaries
2008-09	121	145
2009-10	84.2	90
2010-11	79.3	87
2011-12	93.9	101

7-Contract planting

The society took up contract planting in the year 2008 to help the absentee farmers. It also helped the poor farmers to avail the services of JCB at cheaper rate and to solve labour shortage. In 2008, society charged RS.40000/-Ha . The society ensured the optimum number of plants , proper planting distance, good quality clones and avoided unnecessary time wastage by the JCB workers. By adopting scientific method of planting , the society could reduce the expense of planting. Consequently, the growers could save a lot of money. Moreover , since they have adopted scientific method of planting, they can expect a good yield in future .The private persons and JCB workers involved in contract planting are money motive . Some of them created unscientific planting in the country.



8-Input distribution

Day to day contact with the members is essential to solve problems. To achieve this, the society is selling inputs from its office since 1989. It is one of the success elements of the society. Knowing this importance, the society is availing only a small profit from input distribution. 10 to 40 growers are visiting the office of the society, every day, to purchase inputs.

During the last decade the society could supply almost all the inputs required by the farmer. The

society is purchasing Inputs from Bharathapuzha Rubbers PVT.Ltd. and Rubber Board .The inputs received from the Rubber Board were distributed as per the rules.



Various inputs and accessories supplied by the society



Input distribution turn over	
Period	Amount Rs.
2001-02	423337.17
2002-03	294182.12
2003-04	494072.80
2004-05	788761.53
2005-06	1057363.10
2006-07	828760.00
2007-08	2130603.31
2008-09	2984291.30
2009-10	2262276.93
2010-11	7097537.50
2011-12	2964763.00

9-Rain guarding

The society is also engaged in rain guarding work every year.

Cost of rain guarding per tree 2008-09	
items	Cost Rs.
Rain guarding material	4.00
Rain guarding compound	3.50
Labour charge	3.50
Other expenses like stapler pin ,ribbon etc.	1.00
total	12

Rain guarding is a season specific activity. Thus it should be completed in proper time. Advance booking is needed to avail the service of the labour bank. Therefore, the society could conduct

this work successfully over the years, without the wastage of money and time. Rain guarding created a lot of man days. The major aim of the society is to provide skilled workers through its labour bank. In 2008-09 season the labour charge for rain guarding one tree was 3.50 rupees, which was 10% less than the actual cost provided by the farmers during the season. The highest work was recorded in 2007-08 season.

Rain guarding

period	No. of trees	No. of beneficiaries.
2003-04	16000	38
2004-05	18000	40
2005-06	20000	48
2006-07	35000	65
2007-08	45000	75
2008-09	40000	70
2009-10	38000	60
2010-11	39000	62
2011-12	41000	64



Rain guarding

10-Rubber Sheet collection and scrap collection.

To ensure better price, the society is involved in sheet collection and scrap collection.

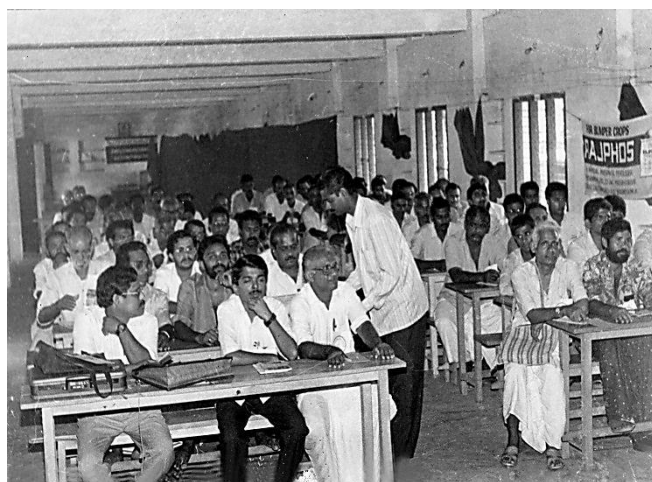
The major purchaser is Bharathapuzha Rubbers PVT.Ltd.

RSS 4 sheet collection and scrap collection

period	Sheet kg	Scrap kg
2005-06	32000	1000
2006-07	28000	1200
2007-08	36501	2400
2008-09	29000	2600
2009-10	32000	2000



11-Technology transfer and Human resource development



Training conducted in 1989

The first aim of the society was to empower its members and workers. To achieve this aim, the members and workers attended in the training programmes with the participation of Rubber Board. By and By the society provided training to other societies and organisations. The society utilized its training hall for the above purpose. And also, conducted training programmes outside the RPS, on request. During 2000 - 2011 periods, the society conducted 244 training programmes covering 49 different topics by using 289 days. 10718 individuals participated in the meeting. The diversified and inter disciplinary training improved the psycho- motor skills, aptitudes and the skills of the participants. Imparted knowledge, understanding and application level of learning.



Dr.J.Thomas, the Rubber Production Commissioner inaugurates the one day seminar at the Suvarna samgam memorial hall, Elavampadam

Consequently, the growers adopted modern and scientific method of planting techniques, harvesting, fertilizer application, soil moisture conservation, correct method of processing, quality up gradation of produce, successful marketing, involvement in RPS activities, group processing, involvement in ancillary income generating activities, productivity enhancement, scientific cultivation of crops other than rubber. The training programmes improved the physical and mental health of the members through yoga and art of living. It improved the mental faculty and also to withstand the stress and strain of day to day life.



The old training hall of EMRPS



Training on rubber nursery

The training programmes created a lot of man days. Both members and nonmembers of the RPS are involved in income generating activities like apiculture, poultry farming, vegetable cultivation, rubber nursery management and food processing. In 2000, the **tapping school** of Rubber Board was functioned in the jurisdiction of the society(with its participation).



R.M.Shanmugham, the then Dy. RPC distributes certificates to the participants of SDITTP



SDITT batch.



A seminar in 2000-01



Sri.S.N.Potti, Dy.RPC provides training on root trainer plants.

Apiculture training conducted by the society.

Period	Number of training programmes.	Number of participants.
2000-01	6	233
2001-02	9	377
2002-03	15	376
2003-04	11	374
2004-05	11	680
2005-06	18	613
2006-07	9	410
2007-08	4	47
2008-09	5	183
2009-10	8	262
2010-11	5	98
2011-12	4	35
Total	105	3688

Details of other training programmes conducted		
period	Number of training programmes	Number of participants.
2000-01	9	228
2001-02	6	143
2002-03	17	579
2003-04	12	3610
2004-05	12	179
2005-06	10	134
2006-07	14	475
2007-08	11	449
2008-09	12	427
2009-10	9	211
2010-11	10	119
2011-12	17	476
Total	139	7030



One day seminar in 2012

TOPICS COVERED	
1	Concept of model RPS
2	Rubber tapping
3	Rubber diseases
4	Rain guarding
5	Rubber sheet processing
6	Apiculture
7	Other ancillary activities
8	Latex collection
9	Labour welfare
10	Consortium
11	Rubber planting and maintenance
12	Vermicomposting
13	Quality awareness
14	Poultry farming
15	Women SHG
16	Personality development
17	Rps rejuvenation
18	Group processing
19	Medicinal plants
20	Coconut development
21	Yoga
22	Secure maternity
23	Future trading
24	Activities of EMRPS
25	Rain guarding and stimulation
26	Price stabilization fund
27	Banana cultivation
28	DRC training
29	RPS management
30	RPS accounting
31	Rabbit farming
32	Ginger cultivation
33	Worker education
34	Banking practices
35	Growth of model RPS
36	Vegetable cultivation and fruit processing
37	Effluent treatment
38	Labour training
39	Functioning of RPS
40	Root trainer plants/rubber nursery
41	Zero budget farming
42	Natural faming
43	Mushroom cultivation
44	Micron spraying
45	New cultivars
46	Art of living
47	Veture cow training
48	Meliponi culture
49	Medical awareness of contagious diseases related to rainy season.

Result of the training programmes

The training programmes provided the latest technological knowhow to the participants. The productivity of the rubber plantations increased. The average productivity of the area is 2250/Ha. The farmers adopted good cultural practices.



An immature rubber plantation of Sri.P.V.Babu with leguminous cover crop.

As a follow up and also to collect data, I have visited the houses of the following farmers who attended the training provided by the Elavampadam RPS in the past.

Sri.K.V.Gopalan,Pattukad,Kairady-P.O., Palakkad



Sri.K.V.Gopalan is a tapper since 1978. In 2000, he attended the Apiculture training provided by the EMRPS. He purchased one box and one colony from the society. He has been seriously involving in beekeeping since 2008. Now he has 20 colonies.

Average yield from one bee hive is 7kg. Due to his tapping work he maintains only 20 colonies. Every year, he sold all the additional colonies obtained from splitting. Consequently he earned additional income. Moreover, he is a good resource person related to beekeeping.

Yield obtained and other details		
details	2010-11	2011-12
No. of boxes	20	20
No.of.colonies	20	20
Yield obtained	150kg	134
Rate of sale/kg	175	180
No. of colonies obtained by splitting	12	11
No. of colonies disposed	12	11
Balance No. of units	20	20

Vijesh, Vengaparambil House, Ovupara, Kairady. P.O

He attended the training conducted by EMRPS in 2007. He purchased one colony from EMRPS. Later he availed bank loan and financial assistance from Rubber Board. Now he has 150 colonies. He has been obtaining a very good income from his apiary since 2010.

Yield obtained and other details		
details	2007-08	2011-12
No. of boxes	01	150
No.of.colonies	01	150
Yield obtained	5	910kg
Rate of sale/kg	-	110
No. of colonies obtained by splitting	-	65
No. of colonies disposed	-	45
Balance No. of units	1	152



Apiary of Vijesh

Now he is also involved in making beehives. He receives advice from Sri .K.V.Gopalan and also from sri. Denny.T.M. of EMRPS.

Rajan Joseph, President, Palakuzhy RPS, Palakuzhy(p.o),Palakkad DT.

He attended the training conducted by EMRPS in 2008 and started to involve in beekeeping. In 2012, Rajan Joseph attended the training on Meliponiculture.



Yield obtained and other details		
details	2009-10	2011-12
No. of boxes	4	25
No.of.colonies	4	25
Yield obtained	22kg	148
Rate of sale/kg	110	120
No. of colonies obtained by splitting	2	12
No. of colonies disposed	-	12
Balance No. of units	6	25

The following growers are also received training from EMRPS. They are also involved in apiculture .They have an average of 10 beehives each.



T.C.Soman, Thazhathel house, Chakrai, Thiruvazhiyad.p.o. Ayilur-Via, Palakkad DT.



Sebastian, kakkanat, Thiruvazhiyad-p.o.



Sri.A.Prabhakaran, President Kairady RPS

Prema, Moochingchal, Elavampadam.P.O.



Prema attended the tappers training, conducted by EMRPS, in 1996. She has been working as tapper since 1996.

Details of tapping done by Prema

No.of.trees tapping/day	600
Rate for tapping 1tree	1 rupee
Total income/day	Rs 600/-
The income of lady workers who are doing other works	Rs300/-

12-Maintaining Eco friendly environment

Pollution is a major problem associated with the group processing centers . The society has two effluent treatment plants, working well. The waste water from the group processing center contains organic substances. This water is used for making biogas and is used for drying sheets and also for cooking purposes.



Ornamental plants





Biogas plants.



The society is maintaining a garden where they are cultivating vegetables. Vegetables are used to prepare working lunch. Ornamental plants are also planted.

Back to the nature is one of the aims of EMRPS.

13-Work empowerment and women empowerment

To increase and improve the labour force, the society has taken leadership to form the following work force groups.



Workers of GPC

Self-help groups: The society formed two women self-help groups and one mixed SHG, Oruma, Sneha and Sangamitra, respectively, in 2003.



Oruma SHG

Sangamitra and Oruma have 10 members each. Sneha have 15 members. Sangamitra is involving in honey processing and marketing and rubber nursery business. Oruma is involved in the production of ethnic food items. Sneha undertakes dairying and Rabbit farming.





Sneha SHG

Labour Bank: The society maintains a labour bank which was started as a self-help group. The farmers can hire them for operations like weed cutting, spraying, rain guarding, soil and leaf collection and contract planting.

Tappers bank: The society formed a tappers bank to solve the shortage of tappers. Under the scheme 200 tapping days and a wage rate of Rs 1 per tree will be provided to the tapper. Service of non Keralite tapper is also utilized by the society.



Training programmes conducted exclusively for women empowerment.

Date	topic	No.of participants
9-1-03	Women SHG	40
1-2-03	Women SHG	30
12-2-03	Apiculture	45
3-3-03	Participation of SHG	32
11-4-03	Secure maternity	35
5-5-03	Apiculture	40
13-5-03	Apiculture	40
1-9-03	Apiculture	25
2-9-09	Latex processing	25

Total 9 programmes 312 participants.





A Study Group With the members from 11 countries



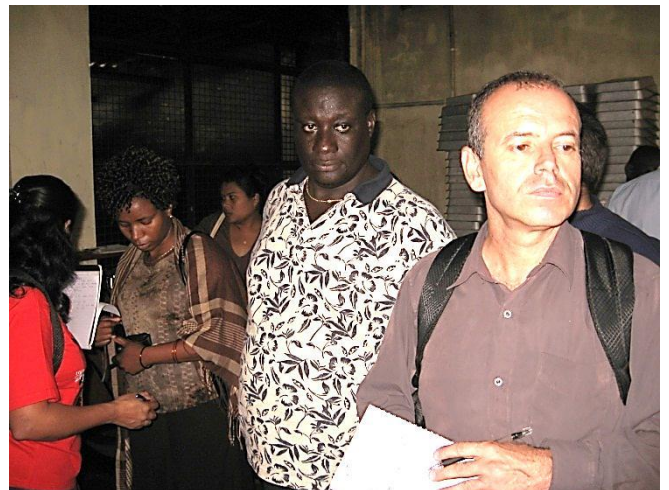
Participants of women empowerment training programmes

14-Handling the visitors

Since the inception of group processing center, several study groups visited the society. The study groups include international level, national level, state level and district level. The society satisfied the visitor's need.



Gandhi gram natural farmers club members



The visitors are collecting data related to group processing, effluent treatment and work management



Visitors are discussing with the president.



Visitors with the executive members

Study group from Vietnam



Visitors attending the class



15-Other social works

A charity fund has also been set up with the contributions from the members of the society. A small amount from the profit of the society is also utilized for the purpose.

In 2004-05 season the society donated Rs.15000/- to the tsunami relief fund.



The president is handing over the charity fund to Revsr. Superior ,Daivadhan, Mangalam, in 2012

Charity fund utilized	
period	Amount Rs.
2008-09	40394
2009-10	25600
2010-11	46240

The society has been providing food materials to the old age homes since 2006.

The society provided money for the treatment of poor people every year.



One of the major activities of the society is distribution of note books, school uniform materials, Newspapers and magazines.

Due to contagious diseases, like dengue fever and chikungunia a lot of tapping days lost in the previous years. As a prophylactic measure and also for treatment, the society conducted three medical camps in which 3583 people received advice from doctors and they also attended the medical awareness classes conducted along with the camp.



Homoeo medical camp



Medical camp

16-Conservation of the Natural resources

Vechur cows



Vechur Cow - World's Smallest Cow Rescued From Extinction

Vechur cow, an indigenous cattle variety of Kerala named after the vechur village of Kottayam district, a rare breed of *Bos indicus*, is the smallest cattle breed in the world. Vechur cow was earlier believed to have gone extinct from its birthplace due to high cross breeding. By the 1980's the Vechur cattle became almost extinct. Vechur cows were saved from the extinction due to conservation works done by SosammaIpe Under the guidance of Dr. SosammaIype a conservation unit was started in 1989 . This dwarf cattle breed is well adapted to the hot, humid tropical climate of Kerala. They require minimum

food and are highly resistant to diseases. Farmers are of the opinion that these cute cattle of Kerala are more intelligent and lovable compared to the other cross breeds common in Kerala. Vechur bulls despite their small size are very strong and were used in the earlier times to plough the marshy paddy fields..

Vechur cows give 3liters of milk every day. But they require a small quantity of feed. Moreover, their milk is believed to have medicinal quality. The percentage of fat and total solids in the milk of Vechur cows is higher compared to crossbred cows. But a more significant aspect is the size of the fat globules. The mean size of fat globule in the milk of the Vechur cow (3.21 microns) is higher than that of the goat (2.60 microns), but considerably smaller than that of the crossbred cows (4.87 microns) and of Murrah buffalo (5.85 microns). The small size of fat globules means high phospholipid content because of greater surface area. Phospholipids are important in the development of brain and nerve tissues and also play a vital role in the absorption and digestion of fat. Since the Vechur cow milk has got higher proportion of smaller fat globules and saturated fatty acids, it would be therapeutically useful in malabsorption syndrome. Thus the Vechur cow milk and its products are suitable for infants and the sick. .

The milk is rich in casein. The casein of milk belongs to the variety A2 which is safe for consumption.

In general, the Vechur cattle is the ideal choice of a farmer who cannot afford the sophisticated dairy management practices but wants milk just enough for home consumption.

The society recognized the importance of the conservation of natural resources.As a maiden attempt, five growers, who received training from EMRPS, started to rear vechurcowsThe society is interested to rear more cows and also to give publicity among its members

Adathappu

Dioscorea bulbifera is known as Adathappu. The plant has root tubers and aerial bulbils. The aerial bulbils are spherical in shape. The bulbils are rich in starch. According to Dr.M.S.Swaminathan, Adathappu is a lifesaving plant. Among the tribes of wayanad the plant is used to treat against snake bite as folk medicine. Adathappu is also known as aerial potato. Now the plant is very rarely cultivated. Sri Saju, the director of the RPS is cultivating Adathappu.



Adathappu plant is a climber. Here in the above picture the bulbils are supported by the branches of a mango tree.



Heart shaped leaves of Adathappu and spherical shaped bulbil supported by a mango tree.

17-Promotion of Natural Farming

Natural farming aims at cultivating plants by promoting self-reliance of farmers while protecting the environment and stimulating harmony among humans, animals and plants for a sustainable development.20

Members of the society are seriously involved in natural farming. 10 growers of the EMRPS are the members of district based natural farmers green club. To protect the microbial flora the members are started to rear indigenous cattle like vechur cow. According to them the cow dung of indigenous cattle is superior to the cow dung of exotic breeds. One indigenous cow gives 11kg of dung per day. Only 10 kg of dung is sufficient to cultivate one acre of land. Visited the agriculture lands of P.V.Babu and Saju, collected the following data.

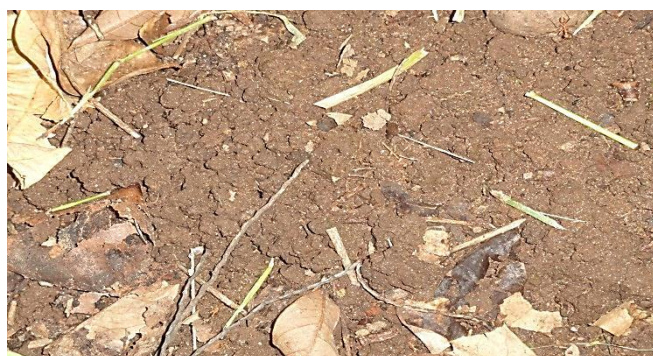
Preparation of Jeevamrutham(to increase microbes)

Materials required	amount
water	200liters
Cow dung	10kg
Urine of cow	5liters
pea powder	2kg
sharkara(bellam)	2kg
Soil free from fertilizer	100gram

After mixing the ingredients, the mixture may be allowed to remain for 48 hours. But the mixture should stir very well three times a day in clockwise direction, Babu said.



P.V.Babu, president, and Saju, Director of EMRPS
Preparing Jeevamrutham



Soil samples showing increased earth worm activity



Saju with his indigenous cows



The indigenous cows of P.V.Babu



Saju, the director of EMRPS, is one of the best natural growers of Palakkad district. He receives award for the best natural grower of the district.



35kg -Nenthuran-bunch

18-Tappers

One of the factors associated with the success of group processing center is the good association between tapper and the society. The society provided school bags, note books, educational instruments to the children of tappers. And also distributed complements to those tappers who

bring latex to the society. The society provided training related to the labour welfare schemes of Rubber Board.



Sri.Venugopal, Jt.RPC distributes complement of the society to the tapper

19-Activities related to the motivation

The society has also been regularly arranging study tours for the benefit of the members of the society. Every year, awards for the best tapper, best grower, and also awards for excellence in the fields of academics and sports



Sri.M.N.Gopinath,Jt.RPC,distributes the memento for the best natural farmer(instituted by EMRPS)



Sri.V.Mohanan,Dy.RPC distribute the prize for the best student, in 2012



Sri.K.V.Mohan, the then development officer, distributes the prize for the best student, in 2003.

20-Utilisation of Dehumidified godown

Sri. Sajan Peter IAS, the then chairman of Rubber board inaugurated the dehumidified godown, in 2009. Now the godown is utilizing to store the processed sheets and the inputs of Rubber Board, during the period of input distribution.



Inputs of Rubber Board



Rubber sheet stored in the godown

21-Relationship with other societies

The society is maintaining cordial relationship with other RPSs of the area. Majority of the members of the adjacent RPSs availed training from the ElavampadamRPs. They are the main customers of Rubber nursery and honey. Sri.P.V.Babu is the president of NFRPS.



P.V.Babu with the members of NFRPS



P.V.Babu with Dy.RPC and RPS presidents of Nemmara region



P.V.Babu forwarding the suggestions of RPSs, related to the new five year plan and schemes of the Rubber Board, at the Rubber Karshaka Samgamam, Nemmara, 2011

22-Relationship with Rubber Board

Encouragement from the Rubber Board is the back bone of the Elavampadam RPS. From time to time, The Rubber Board provided technical guidance, proper advice and financial assistance .In turn, the society accepted the advice. By and by, the society attained all the objectives mentioned in the byelaw of RPSs. Technology empowerment coupled with the practice of modern management techniques under the guidance of Rubber Board has enabled the society to become the most loved grass root level organization of rubber growers

P.V.Babu is a member of RPS advisory committee. He is regularly attending the advisory meeting conducted by the Dy.Rubber Production Commissioner, R.O, Palakkad. Moreover, his

presence and active involvement is a boon to the participants.

Rubber Board nominee	
Sl.no.	Name of the officer
1	Srikanth
2	Gokulan.P
3	C. Ashok Kumar
4	K.R. Suresh Babu
5	Lalimma
6	K.Gopalakrishnan
7	Sinsa
8	Shaji
9	Kuruvila Cheriyan
10	Ravichander.PK
11	Tony.A.D



Extension officers of Regional office Palakad at Elavampadam RPS to attend in one day seminar on 3-12-2012 .



RRII experimental Lab at EMRPS.

23-Relationship with Bhathapuzha Rubbers PVT.Ltd.



Sri.P.P.Shaji, the Managing Director Bharatha Puzha Rubbers Pvt.Ltd.

The society has shares worth Rs83740/- in Bharathapuzha Rubbers PT.LTD. Sri. P.V. Babu is the director of the above company. The society has been purchasing the estate inputs from the company, since 1990; and supplying latex and grade sheets to the company. The honey produced by the EMRPS is marketed through the company.

24-Observing the days of national importance

Every year the society celebrates the days of national importance, Independence Day and Republic Day. After flag hoisting sweets will be distributed to the participants.



The Independence Day



The Republic Day

25, Soil and Leaf analysis camp.

Discriminatory fertilizer application in rubber plantations to ensure balanced growth of the plants and health of the soil. The apt season to carry out soil and leaf analysis is from August to October. Soil analysis alone can be done from November to March also. This analysis helps to understand the fertility status of the soil and the quantity of nutrients available to the plants and thereby facilitate the use of required minimum quantity of fertilizers. It avoids excessive use of fertilizers and thereby reduces the cost of manuring in plantations. The society conducted soil/leaf analysis camps in 1991,2004,2005and2012.



Mobile soil testing unit Kozhikkode.

Soil And Leaf Analysis Camp Conducted By EMRPS (As Per The Records Of Mobile Soil Test Unit Kozhikode)

Sl.no	Year	Total Number of samples
1	1991	52
2	2004	64
3	2005	244
4	2012	78



Collection and Verification of data

The nitrogen (N) and phosphorus (P) applied to agricultural land can provide valuable plant nutrients. However, if not managed correctly, excess Nitrogen and Phosphorus can have negative environmental consequences. Excess Nitrogen, supplied by synthetic fertilizers, can lead to groundwater contamination of nitrate. Through seminars and training the society could transmit the advantages of discriminatory fertilizer application. By adopting the discriminatory

fertilizer application method the society could minimize the pollution.

Visitors register

The society keeps a register namely "Visitors register". This visitor management system is cheap and easy to adopt. The system records basic information about visitors. Typical information found in an entry includes the visitor's name, reason for the visit, date, opinions and suggestions.

The society has shown hospitality towards the visitors. The visitors include growers, tappers, domestic study groups and exotic study groups. Executive members of the society will clear the doubts of visitors. A study group from Nigeria, includes the Executive Director of Rubber Research Institute of Nigeria, visited the society on 7-11-2012 and recorded their opinion, about EMRPS, as shown below.

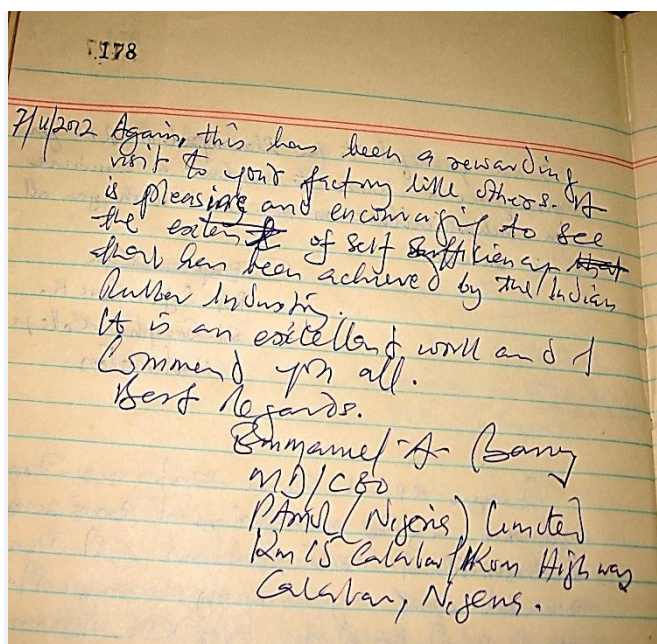
07/11/12

I am impressed with the efficient management. ~~Waste~~ Biomass is converted to Biogas which is burnt to generate heat for drying the rubber sheets. Secondly water is not wasted as it is recycled.

Prof Oluyanmo Egunwole
Executive Director
Rubber Research Institute of Nigeria

[Signature]
07/11/12

Opinion recorded by the Executive Director of Rubber Research Institute of Nigeria,



Opinion recorded by the managing Director of a Nigerian institution.



Nigerian team members

Sri.Tony.AD, Field officer Rubber Board, prepared a book, titled 'THE WORK CULTURE OF ELAVAMPADAM RPS', about the society. The book was released by very Rev. Fr. Joseph Chittilapilly, the vicar general of Palakkad diocese on 3-12-2012.



very Rev. Fr.. Joseph Chittilapilly, the vicar general of Palakkad diocese, releasing the book



very Rev. Fr.. Joseph Chittilapilly gives first copy of the book to Dr. J. Thomas(RPC)

Members Of Elavampadam Rps



Sri.V.Mohanan, the former Dy. RPC. The society updated its membership register as per the advice given by Dy.RPC.

Members Of Elavampadam Rps

Sl.No	Name	Membership Number
1	C.J.Thomas	2
2	C.M.George	3
3	E.T.Antony	5
4	V.A.Chacko	6
5	E.V.Antony	7
6	Theresa Lazar	9
7	Stanly.P.Lazar	10
8	Jeevanlal.P.Lazar	11
9	Lanzy.P.Lazar	12
10	M.K.Joseph	13
11	P.J.Mathew	14
12	P.J.Joseph	15
13	P.J.Thomas	16
14	C.M.James	17
15	V.A.Lukose	19
16	P.T.Manuel	20
17	M.C.Joseph	21
18	V.J.George	22
19	Kochu Thressia	23
20	Jessy George	24
21	V.J.Jose	25
22	V.J.Mathew	26
23	Mary Mathew	27
24	Joe Mathew	29
25	Jose Varghese	31
26	V.J.Scaria	32
27	Thomas	33
28	P.F.Varghese	34
29	P.J.Varghese	35
30	Eliyamma Chacko	36
31	T.P.Gangadharan	37
32	P.J.Jose	42
33	V.J.Augustin	44
34	Thankachan	45
35	Tresa Joseph	46
36	Leela Jacob	47
37	V.T.Thomas	48
38	P.M.Mathachan	49
39	Joseph	50
40	P.V.Babu	51
41	Annamma Varghese	52
42	Paul Kuruvila	53
43	P.K.Raju	54
44	E.M.Saramma	55
45	C.K.Baby	56
46	P.M.James	58
47	Jose Kotoor	59
48	Treesa Jose	60

49	St. Thomas Church	61
50	Joy.A.P	62
51	Francis.A.P	63
52	George.A.P	64
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73	C.J.Mathew	86
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78	Thomas Mary	92
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206	V.Z.Mathew	234
207	Baby Thomas	235
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209	V.Z.George	237
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AWARDS

At first the growers of the nearby societies, realized the performance of the society. They honored the society by giving V.D.Kurian memorial award for the best RPS, the best RPS president, P.V.Babu, and the best resource person, Denny.T.M. In 2002.In 2007, the society won the most prestigious award, for the RPSs, of the nation **the Suvarna samgam award.**





Emblem of EMRPS



Work culture of EMRPS in brief

1	Great interest in group activities and industrious nature of the president
2	Ready to listen
3	Ready to accept creative ideas even from beehive
4	Ready to execute the creative ideas
5	Day to day contact with members
6	Integrity and transparency among executive members
7	Rapid action in crisis
8	Fraternal relationship with the members and community
9	Charity
10	Effective resource management and time management
11	Good relationship with Rubber Board and other organisations or institutions
12	Women empowerment
13	Physical and mental health
14	Conservation of nature
15	Quality up gradation
16	Creating employment opportunities

Conclusion

Elavampadam Rubber Producers Society is an outstanding grass root level organization of small growers of rubber. The society has authored a silent revolution. Technology empowerment coupled with the practice of modern management techniques under the guidance of Rubber Board has enabled the society to become the most loved grass root level organization of rubber growers.

The society in collaboration with Rubber Board and other institutions created an excellent value chain focused on rubber. The society has designed the value chain so as to make rubber production highly attractive for small growers. The value chain has made a positive impact on the ecosystem of the farmers. In short the Elavampadam Rubber Producers society is a panacea to all the problems of rubber growers.

